



DTE PROJECT MANAGEMENT (PTY) LTD

PAIA MANUAL

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REVISION

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DTE Project Management (Pty) Ltd (Reg Nr 2005/01074/07)

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Amendments

All Changes must be recorded on the Amendments List below.

Table of Amendment			
Rev. No.	Pages affected	QAR No.	Revision Date
A	Pages 1; 2; 3....27	-	2023-12-15
B	Pages 1; 2; 3....27	-	2024-02-19
C	Pages 1; 2; 3....27	-	2024-05-08

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1. TERMS AND DEFINITIONS USED IN THIS POLICY

Term	Explanation
Access Fee	Means a fee prescribed for the purpose of section 22(6) or 54(5) as they case may be
Application	Means an application to a court in terms of Section 78
Biometrics	Means a technique of personal identification that is based on physical, physiological, or behavioural characterisation including blood typing, fingerprinting, DNA analysis, retinal scanning, and voice recognition.
Constitution	Means the constitution of the republic of South Africa 1996 (Act No. 108 of 1996)
Court	Means – <ul style="list-style-type: none"> a) The Constitutional court acting in terms of section 167(6)(a) of the constitution. b) A High Court or another court similar in status
Client	Any natural or juristic person that received or receives services from the Company
Conditions for Lawful Processing	the conditions for the lawful processing of Personal Information as fully set out in chapter 3 of POPI and in paragraph 12 of this Manual
Data Subject	the person to whom personal information relates
Information Officer	the individual who is identified in paragraph 3 of this manual.
Manual	This Manual
PAIA	the Promotion of Access to Information Act 2 of 2000
Personal Information	means information relating to an identifiable, living, natural person, and where it is applicable, an identifiable, existing juristic person, including, but not limited to— <ul style="list-style-type: none"> a) information relating to the race, gender, sex, pregnancy, marital status, national, ethnic, or social origin, colour, sexual orientation, age, b) physical or mental health, well-being, disability, religion, conscience, belief, culture, language, and birth of the person. c) information relating to the education or the medical, financial, criminal or employment history of the person. d) any identifying number, symbol, e-mail address, physical address, telephone number, location information, online identifier, or other particular assignment to the person. e) the biometric information of the person. f) the personal opinions, views, or preferences of the person. g) correspondence sent by the person that is implicitly or explicitly of a private or confidential nature or further correspondence that would reveal the contents of the original correspondence. h) the views or opinions of another individual about the person; and

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Term	Explanation
	i) h. the name of the person if it appears with other personal information relating to the person or if the disclosure of the name itself would reveal information about the person.
Personnel	any person who works for, or provides services to or on behalf of the Company, and receives or is entitled to receive remuneration and any other person who assists in carrying out or conducting the business of the Company, which includes, without limitation, directors (executive and non-executive), all permanent, temporary, and part-time staff as well as contract workers
POPI	the Protection of Personal Information Act 4 of 2013
POPI Regulations	the regulations promulgated in terms of section 112(2) of POPI
Private Body	means— <ul style="list-style-type: none"> a) a natural person who carries or has carried on any trade, business, or profession, but only in such capacity. b) . a partnership which carries or has carried on any trade, bus business, profession; or c) . any former or existing juristic person, but excludes a public body
Processing	means any operation or activity or any set of operations, whether or not by automatic means, concerning personal information, including— <ul style="list-style-type: none"> a) the collection, receipt, recording, organisation, collation, storage, updating or modification, retrieval, alteration, consultation, or use. b) dissemination by means of transmission, distribution or making available in any other form; or c) merging, linking, as well as restriction, degradation, erasure, or destruction of information
SAHRC	the South African Human Rights Commission

2. INTRODUCTION

For the purpose of POPI and PAIA, the Company is defined as a private body. In accordance with the Company's obligations in terms of POPI and PAIA, the Company has produced this manual.

This manual sets out all information required by both PAIA and POPI.

This manual also deals with how requests are to be made in terms of PAIA.

This manual also establishes how compliance with POPI is to be achieved.

3. CONTACT DETAILS

Business Name	DTE Project Management (Pty) Ltd
Registration Number	2005\010741\07
Registered Office	1st Floor, Cascade House, Constantia Office Park, 36 Springhaas Road, Weltevredenpark, Johannesburg, 1709
Postal Address	1st Floor, Cascade House, Constantia Office Park, 36 Springhaas Road, Weltevredenpark, Johannesburg, 1709
Contact Number	011 475 0643
Information Officer	Gavin Schroeder
Email Address	Gavin.schroeder@dtep.co.za
Background information of the Company can be found at https://www.dteprojects.co.za	

4. GUIDE OF SAHRC

A guide to PAIA and how to access information in terms of PAIA has been published pursuant to section 10 of PAIA.

The guide contains information required by an individual who may wish to exercise their rights in terms of PAIA.

Should you wish to access the guide you may request a copy from the Information Officer by submitting Annexure A, attached hereto, to the details specified above.

You may also inspect the guide at the Company's offices during ordinary working hours.

You may also request a copy of the guide from Information Regulator at the following details:

Information Regulator:

Postal Address:	P.O. Box 31533, Braamfontein, Johannesburg, 2017
Telephone Number:	(010) 023 5200
Website:	inforegulator.org.za
Email:	PAIACompliance@infoRegulator.org.za

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5. LATEST NOTICE IN TERMS OF SECTION 52(2) OF PAIA

At this stage no Notice(s) has / have been published on the categories of records that are available without having to request access to them in terms of PAIA.

6. AVAILABILITY OF CERTAIN RECORDS IN TERMS OF PAIA

The Company holds and/or process the following records for the purposes of PAIA and POPI.

The following records may be requested; however, it should be noted that there is no guarantee that the request will be honoured. Each request will be evaluated in terms of PAIA and any other applicable legislation.

6.1 Products and / or Services:

All products and/or services are available freely on the Company's website as set out above.

6.2 Human Resources

- Employment Contracts
- Employee Benefits
- Personnel Records and Correspondence
- Training Records
- Internal Policies
- Information pertaining to share options, share incentives, bonus, or profit-sharing agreements of each employee.

6.3 Legal:

- Agreements with Clients
- Agreement with Suppliers
- Shareholder agreements
- Partnership agreements

- Licenses and Permits
- Power of Attorneys
- Sale agreements
- Lease agreements.

6.4 Company Secretarial:

- Memorandum of Incorporation
- Secretarial record
- Tradename Registrations
- Trademark Registrations
- Company registration documents
- Statutory registers
- Minutes of Shareholders meetings
- Minutes of Director meetings
- Register of Directors
- Share Certificates

6.5 Financial

- Accounting records
- Annual reports
- Interim reports
- Auditor details and reports
- Tax returns.
- Insurance records

6.6 Client:

- Accounting records
- Annual reports
- Interim reports
- Auditor details and reports
- Tax returns.
- Insurance records

6.7 Marketing

- Published marketing material.

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6.8 Miscellaneous

- Internal correspondence
- Information technology record
- Trade secrets
- Domain name registrations
- Website information
- Asset register
- Title Deeds

7. RECORD AVAILABLE IN TERMS OF OTHER LEGISLATION

The Company may be in possession of records in terms of the following legislation as and when applicable:

- Basic Conditions of Employment Act, No. 75 of 1997
- Companies Act, No. 71 of 2008
- Compensation for Occupational Injuries and Diseases Act, No. 130 of 1993
- Competition Act, No. 89 of 1998
- Constitution of the Republic of South Africa Act, No. 108 of 1996
- Credit Agreement Act, No. 75 of 1980
- The Criminal Procedure Act, No. 51 of 1977
- Debt Collectors Act, No. 114 of 1998
- Deed Registries Act, No. 47 of 1937
- Employment Equity Act, No. 55 of 1998
- Financial Intelligence Centre Act, No. 38 of 2001
- Identification Act, No. 68 of 1997
- National Credit Act, No. 34 of 2005
- Insolvency Act, No. 24 of 1936
- Inspection of Financial Institutions Act, No. 18 of 1998
- The Labour Relations Act, No. 66 of 1995
- The Long-Term Insurance Act, No. 52 of 1998
- Pension Funds Act, No. 24 of 1956
- Short Term Insurance Act, No. 53 of 1998

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- Skills Development Levies Act, No. 9 of 1999
- Unemployment Insurance Act, No. 63 of 2001
- Unit Trust Control Act, No. 54 of 1981
- Value Added Tax Act, No. 89 of 1991
- Electronic Communication and Transactions Act, No. 25 of 2002
- Financial Advisory and Intermediary Service Act, No. 37 of 2002
- Patents, Designs and Copyright Merchandise Marks Act, No. 17 of 1941
- Income Tax Act, No. 58 of 1962
- Occupational Health and Safety Act No. 85 of 1993
- Co-operatives Act No. 14 of 2005
- Customs and Excise Act No. 91 of 1964
- Insider Trading Act No. 135 of 1998
- Prevention of Organised Crime Act No. 121 of 1998
- Road Transportation Act No. 74 of 1977
- Stock Exchanges Control Act No. 54 of 1995
- Transfer Duty Act No. 40 of 1949
- Machinery and Occupational Safety Amendment Act No. 181 of 1993
- National Payment Systems Act No. 78 of 1998
- National Water Act No. 36 of 1998
- Prescription Act No. 68 of 1969
- Trademark Act No. 194 of 1993
- Intellectual Property Laws Amendment Act No.38 of 1997
- Financial Markets Act No. 19 of 2012

8. REQUEST PROCESS

An individual who wishes to place a request must comply with all the procedures laid down in PAIA. The requester must complete Annexure B, which is attached hereto and submit it to the Information Officer at the details specified above.

The prescribed form must be submitted as well as payment of a request fee and a deposit, if applicable to the information officer at the postal or physical address, fax number or electronic mail as is stated herein.

The prescribed form must be completed with enough particularity to enable the information officer to determine:

- The record(s) requested.
- The identity of the requestor.
- What form of access is required; and
- The Postal address or fax number of the requestor.

The requestor must state that the records are required for the requestor to exercise or protect a right, and clearly state what the nature of the right is so to be exercised or protected. An explanation of why the records requested is required to exercise or protect the right.

The request for access will be dealt with within 30 days from date of receipt, unless the requestor has set out special grounds that satisfies the Information Officer that the request be dealt with sooner.

The period of 30 days may be extended by not more than 30 additional days, if the request is for a large quantity of information, or the request requires a search for information held at another office of the Company and the information cannot be reasonably obtained within 30 days. The information officer will notify the requestor in writing should an extension be necessary.

The requestor will be informed in writing whether access to the records have been granted or denied. If the requestor requires a reason for the decision the request must be expressed in the prescribed form, the requestor must be further stated what particulars of the reasoning the requestor requires.

If a requestor has requested the records on another individual's behalf, the requestor must submit proof of the capacity the requestor submits the request in, to the satisfaction of the information officer.

Should the requestor have any difficulty with the form, or the process laid out herein, the requestor should contact the Information Officer for assistance.

An oral request can be made to the Information Officer should the requestor be unable to complete the form due to illiteracy or a disability.

The Information Officer will complete the form on behalf of the requestor and provide a copy of the form to the requestor.

9. GROUNDS FOR REFUSAL

The following are grounds upon which the Company may, subject to the exceptions in Chapter 4 of PAIA, refuse a request for access in accordance with Chapter 4 of PAIA:

- Mandatory protection of the privacy of a third party who is a natural person, including a deceased person, where such disclosure of Personal Information would be unreasonable.
- Mandatory protection of the commercial information of a third party, if the Records contain:
 - Trade secrets of that third party.
 - Financial, commercial, scientific, or technical information of the third party, the disclosure of which could likely cause harm to the financial or commercial interests of that third party; and/or
 - Information disclosed in confidence by a third party to The Company, the disclosure of which could put that third party at a disadvantage in contractual or other negotiations or prejudice the third party in commercial competition; 9.1.3.
- Mandatory protection of confidential information of third parties if it is protected in terms of any agreement.
- Mandatory protection of the safety of individuals and the protection of property.
- Mandatory protection of Records that would be regarded as privileged in legal proceedings.
- Protection of the commercial information of the Company, which may include:
 - Trade secrets.
 - Financial/commercial, scientific, or technical information, the disclosure of which could likely cause harm to the financial or commercial interests of the Company.
 - Information which, if disclosed, could put the Company at a disadvantage in contractual or other negotiations or prejudice the Company in commercial competition; and/or
 - Computer programs which are owned by the Company, and which are protected by copyright and intellectual property laws.
- 9.1.7. Research information of the Company or a third party if such disclosure would place the research or the researcher at a serious disadvantage; and
- Requests for Records that are clearly frivolous or vexatious, or which involve an unreasonable diversion of resources.

10. REMEDIES SHOULD A REQUEST BE REFUSED

The Company does not have an internal appeal procedure in light of a denial of a request, decisions made by the information officer is final.

The requestor may in accordance with sections 56(3) (c) and 78 of PAIA, apply to a court for relief within 180 days of notification of the decision for appropriate relief.

11. FEES

The following fees shall be payable upon request by a requester.

Request fee (payable on every request)	R140.00
Photocopy of an A4 page or part thereof	R2.00
Printed copy of an A4 page of part thereof	R2.00
Hardcopy on flash driver (flash drive to be provided by requestor)	R40.00
Hardcopy on a compact disc (Compact disc to be provided)	R40.00
Hardcopy on a compact disc (Compact disc to be provided by the company)	R60.00
Transcription of visual Images per A4 page	As per quote of service provider
Copy of visual images	As per quote of service provider
Transcription of an audio record per A4 page	R24.00
Copy of an audio record on flash drive (flash drive to be provided by requestor)	R40.00
Copy of an audio on a compact disc (compact disc to be provided by requestor)	R40.00
Copy of an audio on a compact disc (compact disc to be provided by the Company)	R60.00
To search for and prepare the record for disclosure for each hour or part of an hour, excluding the first hour, reasonably required for such search and preparation	R145.00
To search for and prepare the record for disclosure for each hour or part of an hour, excluding the first hour, reasonably required for such search and preparation (cannot exceed total cost)	R435
Postage, email, or any other electronic transfer	Actual expense if any

12. POPI

Conditions for lawful processing POPI has eight conditions for lawful processing and includes:

- Accountability
- Processing limitation
- Purpose specification
- Further processing limitation
- Information quality
- Openness
- Security safeguards
- Data subject participation

The Company is involved in the following types of processing:

- Collection
- Recording
- Organization
- Structuring
- Storage
- Adaptation or alteration
- Retrieval
- Consultation
- Use
- Disclosure by transmission
- Dissemination or otherwise making available.
- Alignment or combination
- Restriction
- Erasure
- Destruction

The Company processes information for the following purposes:

- To fulfil agreements in relation to its employees.
- To provide services to its clients in accordance with terms agreed to by the Clients.
- To undertake activities related to the provision of services, such as

- to fulfil domestic legal, regulatory and compliance requirements
- to verify the identity of Customer representatives who contact the Company or may be contacted by The Company.
- for risk assessment, information security management, statistical, trend analysis and planning purposes.
- to monitor and record calls and electronic communications.

The Company process the following categories personal information:

- Client profile information.
- Bank account details.
- Payment information.
- Client representatives.
- Names.
- Email Addresses.
- Telephone numbers.
- . Facsimile numbers.
- Physical addresses.
- Tax numbers.
- Identity Numbers.
- Passport Numbers.

Recipients of Personal Information:

- The Company, the Company's affiliates, their respective representatives

When making authorised disclosures or transfers of personal information in terms of Section 72 of POPI, personal information may be disclosed to recipients in countries that do not have the same level of protection for personal information as South Africa does.

The following Security measures are implemented by the Company:

The Company implements numerous Security measures to protect personal information that is stored electronically and physically.

- The Company ensures that appropriate security measures are taken and updates these measures on a regular basis.
- The Company have also implemented various policies for additional security for personal information stored both physically and electronically.

The personal information that is stored physically is protected as follows:

- Where physical records of the data exist, such records will be stored in a secure area that can be 'locked-away' as to avoid a breach of the personal information.
- Such physical data records will be 'locked-away' and secured when not in use.

The Company may share personal information with third parties and in certain instances this may result in cross border flow of the personal information. The personal information will always be subject to protection, not less than the protection it is afforded under the Protection of Personal Information Act No.4 of 2013.




Objection to the processing of personal information by a data subject:

- Section 11(3) of POPI and regulation 2 of the POPI regulations provides that a data subject may, at any time object to the processing of their personal information in the prescribed form attached to this manual as annexure "B".

Request for correction or deletion of personal information:

- Section 24 of POPI and regulation 3 of the POPI regulations provides that a data subject may request for their personal information to be corrected and/or deleted in the prescribed form attached hereto as Annexure C

It is the employee's responsibility to contact management should he / she have any queries.

Form Template	Title
 InfoRegSA-PAIA-Form 01-Reg3.pdf	FORM 1: REQUEST FOR A COPY OF THE GUIDE [Regulations 3] Annexure A
 InfoRegSA-PAIA-Form 02-Reg7.pdf	Form 2: REQUEST FOR ACCESS TO RECORD [Regulation 7] Annexure B
 FORM-2-REQUEST-F OR-CORRECTION-OR	FORM 3: REQUEST FOR CORRECTION OR DELETION OF PERSONAL INFORMATION [Regulation 3(2)] Annexure C

13. ANNEXURE A

FORM 1

REQUEST FOR A COPY OF THE GUIDE

[Regulations 3]

TO: The Information Officer

I,

Full names:				
In my capacity as (mark with "x"):	Information officer		Other	
Name of *public/private body (if applicable)				
Postal Address:				
Street Address:				
E-mail Address:				
Facsimile:				
Contact numbers:	Tel.(B):		Cellular:	

Hereby request the following copy (ies) of the Guide:

Language (mark with "X")		No of copies	Language (mark with "X")		No of copies
	Sepedi			Sesotho	
	Setswana			siSwati	
	Tshivenda			Xitsonga	
	Afrikaans			English	
	isiNdebele			isiXhosa	
	isiZulu				

Manner of collection (mark with "x"):

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Personal collection	Postal address	Facsimile	Electronic communication (Please specify)

Signed at _____ this _____ day of _____ 20 _____

Signature of requester

14. ANNEXURE B

FORM 2

REQUEST FOR ACCESS TO RECORD

[REGULATION 7]

NOTE:

1. Proof of identity must be attached by the requester.
2. If requests made on behalf of another person, proof of such authorisation, must be attached to this form.

TO: The Information Officer

(Address)

E-mail address: _____

Fax number: _____

Mark with an "X"

<input type="checkbox"/> request is made in my own name		<input type="checkbox"/> request is made on behalf of another person	
PERSONAL INFORMATION			
Full Names:			
Identity Number			
Capacity in which request is made (when made on behalf of another person)			
Postal Address			
Street Address			
Email Address			
Contact Numbers	Tele (B)		Fax
	Cell		
Full names of person on whose behalf request is made (if applicable):			
Identity Number:			
Postal Address:			
Street Address:			
Contact Numbers	Tel.(B)		Fa x
	Cell		
PARTICULARS OF RECORD REQUESTED			
Provide full particulars of the record to which access is requested, including the reference number if that is known to you, to enable the record to be located. (If the provided space is inadequate, please continue on a separate page and attach it to this form. All additional pages must be signed.)			
Description of record or relevant part of the record:			
Reference number, if available			
Any further particulars of record			

TYPE OF RECORD	
(Mark the applicable box with an "X")	
Record is in written or printed form	
Record comprises virtual images (this includes photographs, slides, video recordings, computer-generated images, sketches, etc)	
Record consists of recorded words or information which can be reproduced in sound	
Record is held on a computer or in an electronic, or machine-readable form	
FORM OF ACCESS	
(Mark the applicable box with an "X")	
Printed copy of record (including copies of any virtual images, transcriptions, and information held on computer or in an electronic or machine-readable form)	
Written or printed transcription of virtual images (this includes photographs, slides, video recordings, computer-generated images, sketches, etc)	
Transcription of soundtrack (written or printed document)	
Copy of record on flash drive (including virtual images and soundtracks)	
Copy of record on compact disc drive(including virtual images and soundtracks)	
Copy of record saved on cloud storage server	

MANNER OF ACCESS	
(Mark the applicable box with an "X")	
Personal inspection of record at registered address of public/private body (including listening to recorded words, information which can be reproduced in sound, or information held on computer or in an electronic or machine-readable form)	
Postal services to postal address	
Postal services to street address	
Courier service to street address	
Facsimile of information in written or printed format (including transcriptions)	
E-mail of information (including soundtracks if possible)	
Cloud share/file transfer	
Preferred language (Note that if the record is not available in the language you prefer, access may be granted in the language in which the record is available)	

PARTICULARS OF RIGHT TO BE EXERCISED OR PROTECTED

If the provided space is inadequate, please continue on a separate page and attach it to this Form. The requester must sign all the additional pages.

Indicate which right is to be exercised or protected	
Explain why the record requested is required for the exercise or protection of the aforementioned right:	

FEES

- a) A request fee must be paid before the request will be considered.
- b) You will be notified of the amount of the access fee to be paid.
- c) The fee payable for access to a record depends on the form in which access is required and the reasonable time required to search for and prepare a record.
- d) If you qualify for exemption of the payment of any fee, please state the reason for exemption

Reason	

You will be notified in writing whether your request has been approved or denied and if approved the costs relating to your request, if any. Please indicate your preferred manner of correspondence:

Postal address	Facsimile	Electronic communication

Signed _____ Day _____
 at _____ this _____ of _____ 20 _____

Signature of Requester/ Person on whose behalf request is made

FOR OFFICAL USE

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Reference number:	
Request received by: (State Rank, Name and Surname of Information Officer)	
Date received:	
Access fees:	
Deposit (if any):	

Signature of Information Officer

15. ANNEXURE C**FORM 2****REQUEST FOR CORRECTION OR DELETION OF PERSONAL INFORMATION OR DESTROYING OR DELETION OF
RECORD OF PERSONAL INFORMATION IN TERMS OF SECTION 24(1) OF THE PROTECTION OF PERSONAL
INFORMATION ACT, 2013 (ACT NO. 4 OF 2013)****REGULATIONS RELATING TO THE PROTECTION OF PERSONAL INFORMATION, 2018**

[REGULATION 3]

Note:

- 1. Affidavits or other documentary evidence as applicable in support of the request may be attached.*
- 2. If the space provided for in this Form is inadequate, submit information as an Annexure to this Form and sign each page.*
- 3. Complete as is applicable.*

Reference Number....

Mark the appropriate box with an "x".

Request for:

☐ Correction or deletion of the personal information about the data subject which is in possession or under the control of the responsible party.☐ Destroying or deletion of a record of personal information about the data subject which is in possession or under the control of the responsible party and who is no longer authorised to retain the record of information.

A	DETAILS OF THE DATA SUBJECT	
Surname:		
Full names:		
Identity number:		
Residential, postal, or business address:		
		Code ()
Contact number (s):		
Fax number:		
Email address:		

B		DETAILS OF RESPONSIBLE PARTY	
Name and surname of responsible party(if the responsible party is a natural person):			
Residential, postal or business address:			
		Code ()	
Contact number(s):			
Fax number:			
E-mail address:			
Name of public or private body (if the responsible party is not a natural person):			
Business address:			
		Code ()	
Contact number(s):			
Fax number:			
E-mail address:			
C	REASONS FOR *CORRECTION OR DELETION OF THE PERSONAL INFORMATION ABOUT THE DATA SUBJECT/*DESTRUCTION OR DELETION OF A RECORD OF PERSONAL INFORMATION ABOUT THE DATA SUBJECT WHICH IS IN POSSESSION OR UNDER THE CONTROL OF THE RESPONSIBLE PARTY. (Please provide detailed reasons for the request)		

* Delete whichever is not applicable

Signed at _____ this _____ Day of _____ 20_____

 Signature of Data Subject